



**Bargaining Proposal—2019**

Proposal Number: U60

Date: April 4, 2019 Time: 11:46am

**ARTICLE B.1 SALARY**

1. The salary grid shall be increased, at all qualification categories and experience steps, on July 1 in each year of this agreement as follows:

2019-20 2%

2020-21 2%

2021-22 2%

2. There shall be a restructuring of the salary grids achieved by:

a. eliminating steps:

i. 0, 2, 4, and 6 on 8 step grids.

ii. 0, 1, 3, 5, and 7 on 9 step grids.

iii. 0, 1, 2, 4, 6, and 8 on 10 and 11 step grids.

iv. 0, 1, 2, 4, 6, 8, and 10 on 12 step grids.

b. adding a step of 7% after the final step of all categories on each grid.

3. Effective July 1<sup>st</sup>, 2019, there shall be a 4% Labour Market Adjustment.

4. For salary calculations, adult education and summer school teachers hourly rate shall be calculated at 1/950<sup>th</sup> of the annual salary.

5. The following allowances shall be adjusted in accordance with the increases in Article B.1.1, B.1.2, and B.1.3 above:

a. Department Head

b. Positions of Special Responsibility

c. First Aid

d. One Room School

- e. Isolation and Related Allowances
- f. Moving/Relocation
- g. Recruitment & Retention
- h. Mileage/Auto not to exceed the CRA maximum rate

6. The following allowances shall not be adjusted by the increases in Article B.1.1, B.1.2, or B.1.3 above:

- a. Per Diems
- b. Housing
- c. Pro D (unless formula-linked to the grid)
- d. Clothing
- e. Classroom Supplies

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2019

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For BCTF

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For BCPSEA